

4 APR 1979

PLANS AND CONTROL
SIGNIFICANT ACTIONS/EVENTS
APRIL 1977 - APRIL 1978

1. GENERAL

The primary and continuing impact on OP/Plans and Control (specifically on the Plans and Review Staffs) over the entire period of the past twelve months, was a continuum of requirements from the DCI/DDCI for studies, reports and position papers on a wide spectrum of personnel management topics. Examples:

- Uniformity of promotion systems
- Two-grade promotion
- Supergrade promotions
- Secretarial/clerical career service
- Proposals for an advance personnel promotion plan
- Three-year probation
- Opportunities for "Specialists"

2. OTHER SPECIFIC SIGNIFICANT ACTIONS

A. Review Staff

(1) Review of legislative proposals and statutes

Over the period of the past twelve months there was a heavy volume of legislative proposals relative to personnel management and administration. The more significant Bills as regards impact on the Agency were the new "Charter" legislation and the President's Civil Service Reform Act of 1978.

(2) Regulations update

STAT The [] of Agency regulations were reviewed, revised and published.

(3) Performance Evaluation Study

The Agency's individual performance evaluation system and the Career Service evaluation and ranking systems were subjected to an indepth study to determine modifications needed to improve the system. This study is still ongoing.

B. Plans Staff

(1) Plans Staff development of a statistical modelling capability which provided the ability to directly assist the DDO in developing manpower projections for use in his successful discussions with the DCI relative to the FY 1979 reductions.

(2) OP Self-Assessment Study

(3) Analysis and development of Directorate reports on the Agency-wide Employee Attitudinal Survey of 1976-1977.

(4) Prediction of the rapid draw-down of the DDO and development of a suggested methodology by which available ceiling could be reallocated to Directorates marked for expansion.

C. PMCD

(1) In response to OMB-directed requirements on the Agency, PMCD developed an analysis of occupational grade trends in CIA and identified occupational grade reduction targets as required for the FY 78, 79 and 80 Budget submissions.

(2) Concluded two-year FLSA review.

(3) Instituted action on the development of the Agency's Factor Evaluation and Standards (FES) system.

(4) Conducted or initiated twenty organizational Position Classification Surveys--including the entire ICS organization.

(5) Developed the Agency's defense and response regarding our supergrade ceiling countering the OMB instituted ICS survey of supergrades in the Intelligence Community.